

**SIKKIM**



**GOVERNMENT**

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**Monday 11<sup>th</sup> March, 2024**

**No. 79**

**RURAL DEVELOPMENT DEPARTMENT  
GOVERNMENT OF SIKKIM  
GANGTOK**

**No. 34/RDD**

**Date: 07/03/2024**

**NOTIFICATION**

The State Institute of Rural Development & Panchayati Raj under Rural Development Department, Government of Sikkim hereby makes the following Guidelines governing the services of Subordinate employees of the State Institute of Rural Development & Panchayati Raj.

**1. Short Title, Commencement and Application:**

- (1) This Guidelines may be called State Institute of Rural Development & Panchayati Raj Subordinate(Recruitment and Promotion) Service Guidelines, 2024.
- (2) This shall come into force with effect from the date of their publication in the Official Gazette.
- (3) This Guidelines shall apply to persons holding posts on regular basis, specified in Schedule I to III.

**2. Name of the posts, Sanctioned Strength etc.:**

Name of the posts, their Level of Pay in the Pay Matrix and Sanctioned Strength, shall be as specified in Column 2, 3 and 5 of the Schedule I to III respectively.

**3. Method of recruitment and other eligibility conditions:**

- (1) The method of recruitment, age limit and minimum educational qualification for direct recruitment and eligibility conditions for promotion shall be as specified in column 7,8 and 9 of Schedule I to III respectively.
- (2) All appointments and promotion from one Grade to another shall be subject to availability of vacancy.

**4. Competitive examination:**

- (i) The competitive examination for direct recruitment shall be held by the State Institute of Rural Development & Panchayati Raj or the Selection Committee constituted by the Board of Governors for that purpose, and as may be prescribed under the relevant regulations.

- (ii) The examination shall be held in accordance with the Rules, Plan and Schemes of the examination notified and published in Official Gazette.
- (iii) There shall be reservation of posts for different categories of candidates to be filled by direct recruitment according to the Rules framed by the State Institute of Rural Development & Panchayati Raj- Board of Governors regulating such reservation and Roster Rules.
- (iv) The upper age limit for direct recruitment shall be determined in accordance with the Rules and Orders issued by the State Institute of Rural Development & Panchayati Raj - Board of Governors from time to time.

**5. Seniority:**

- 1) The inter-se-seniority of the persons holding posts specified in the Schedule I to III on regular basis on the date of commencement of this Guidelines shall be in the same order as it exists on that date.
- 2) After the date of commencement of this Guidelines, the relative seniority of
  - i) Persons appointed through direct recruitment shall be in the same order in which their names are arranged and recommended by the State Institute of Rural Development & Panchayati Raj - Board of Governors as the case may be.
  - ii) Persons promoted from one post to another in higher grade shall be in the same order in which their names are arranged by the State Institute of Rural Development & Panchayati Raj - Board of Governors as the case may be.
  - iii) The inter-se-seniority of direct recruits and promotees shall be determined by the rotation of the vacancies as per mode of recruitment ROTA/QUOTA/ dates of their substantive appointment to the post.
- 3) Any service rendered on ad-hoc basis or on officiating capacity before appointment or promotion on regular basis on substantive capacity shall not be counted for the purpose of seniority.

**6. Administrative Control:**

The control over the posts including appointment and transfer shall vest with the State Institute of Rural Development & Panchayati Raj - Board of Governors in respect of posts specified in Schedule I to III.

**7. Filling up Vacancies:**

All the vacancies specified in column Schedule I to III shall be filled up in a phased manner as per requirement.

**8. Residuary Matters:** All other matters relating to the posts specified in the Schedule I to III for which no provision has been made in this Guidelines shall be regulated by the Rules and Orders applicable to other employees of the State Government of equivalent Group or Grade.

**9. Repeal and Savings:** On and from the date of commencement of this Guidelines, all Rules, Orders or Notifications which are inconsistent with the provisions of this Guidelines shall stand repealed. Provided that such repeal shall not affect the previous operation of

the said Rules or Orders or Notification, or anything done or any action taken there under.

10. **Interpretation:** If any doubt arises as to the interpretation of any of the provisions of this Guidelines, it shall be referred to the Department of Personnel whose decision thereon shall be final and binding.
11. **Power to Relax:** Where the Board of Governors of State Institute of Rural Development & Panchayati Raj is of the opinion that it is necessary or expedient to do so, it may, by Order, for reasons to be recorded in writing, relax any of the provisions of this Guidelines with respect to any class or category of persons or post.

**BY ORDER AND IN THE NAME OF THE GOVERNOR**

**TSHEWANG GYACHHO, IAS  
SECRETARY  
RURAL DEVELOPMENT DEPARTMENT  
GOVERNMENT OF SIKKIM  
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